



Increase staff to ensure quality care, safety at Security Hospital

Issue:

- Forensic Services — including the Minnesota Security Hospital and other service settings — provides treatment for clients who have typically been involved in the criminal justice system and may be a danger to themselves or others.
- The complexity of clients' mental health and associated illnesses such as chemical dependency, cognitive disabilities and medical issues requires skilled clinical staff from a variety of backgrounds.
- Forensic Services has not been adequately funded for many years. Funding did not take into account increases in costs for operating the program, fueled in part by a more volatile patient population and changes in treatment approaches. Injuries are an issue for both clients and staff.
- In this environment, recruiting and retaining qualified staff has been difficult, further contributing to issues with safety and quality of care.
- This has led to regulatory sanctions, including a conditional license designation and penalties from the Minnesota Occupational Safety and Health Administration.

Proposal:

- Gov. Mark Dayton's supplemental budget recommends increasing funding for Forensic Services to improve clinical direction and support to direct care staff, and to achieve a safe, secure and therapeutic environment.
- This proposal grew out of a unique partnership between leadership and staff facilitated by the Bureau of Mediation Services to develop long-term solutions to issues at the facility.
- Under the proposal, staffing levels will increase to be more consistent with staffing levels at similar facilities across the nation. Approximately 335 full-time equivalent positions would be added over a three-year period. This will allow programming to be expanded on evenings and weekends.
- Other changes include: creation of a staffing pool to provide flexibility to meet dynamic staffing needs and reduce overtime; creation of a team of experts in positive behavior support; more robust, ongoing training to all staff in best practices; specialized staff to complete three-year review of all patients required by statute; and a specialized unit to assist with developmentally delayed clients.

Benefits

- These changes will improve staff recruitment and retention, reduce staff and client injuries, and ultimately improve client outcomes so they can recover and lead meaningful lives.
- In addition, they will allow us to improve services to achieve standards of care that reflect best practices and are required by state regulators.

Fiscal impact:

- FY 2017: \$22.29 million
- FY 2018: \$32.32 million
- FY 2019: \$44.31 million

Number of people affected:

- Current clients: approximately 355
- Current employees: approximately 830

Related information:

- Governor's Supplemental Budget Proposal, [Minnesota Management & Budget website, http://www.mn.gov/mmb/images/16-17-supplemental-agency-item.pdf](http://www.mn.gov/mmb/images/16-17-supplemental-agency-item.pdf)
- Information about [Direct Care and Treatment on the DHS website, http://mn.gov/dhs/people-we-serve/adults/services/direct-care-treatment/](http://mn.gov/dhs/people-we-serve/adults/services/direct-care-treatment/)

DHS Communications: March 2016